

**CITY OF MESA**  
**HUMAN RELATIONS ADVISORY BOARD (HRAB)**  
**Ad Hoc Issue Research and Action Team (IRA)**  
February 20, 2014 Minutes

The Issue Research and Action Team of the City of Mesa met on February 20<sup>th</sup>, 2014,  
at 5:00pm at the Mesa City Plaza, 20 E. Main St. Ste. 250.

MEMBERS PRESENT

Cliff Moon, Chair  
Frank Johnson

MEMBERS ABSENT

Denise Heap

STAFF PRESENT

Andrea Arenas  
Ruth Giese

GUESTS

1. Call to Order.

Mr. Moon called the meeting to order at 5:00pm.

2. Items from citizens present.

There were no citizens who requested to speak to IRA.

3. Approval of minutes from the January 16<sup>th</sup>, 2014 IRA meeting.

A motion was made by Mr. Johnson to approve the January 16<sup>th</sup>, 2014 minutes, Mr. Moon seconded the motion. The motion carried unanimously.

4. Hear, discuss, and take action on the collaboration with Morrison Institute on the community survey.

Ms. Giese advised that Morrison Institute supplied a preliminary copy of the results of the community survey for IRA to review, and Mr. Daugherty from Morrison Institute will be attending the February 26<sup>th</sup>, 2014 meeting to present the results to the entire board. In general, Mesa favored well when compared to similar national standards. There are several areas that could use some attentional insight such as views from the LGBTQ population, non-Caucasian population and those with disabilities. Morrison Institute professionals have advised that lower results from these populations are to be expected given that members of these segments more aware of such issues of discrimination, however more information may need to be gathered on how these concerns related to Mesa.

5. Discuss and take action on the Mesa Speaks, Mesa Listens: Community Conversations on Discrimination series:

- Evaluating the success/lack of success of the dialogues (participant evaluation of dialogues).

Mr. Moon provided three samples of participant evaluation forms that would be distributed after the dialogues. Mr. Moon directed staff to forward the evaluations for Ms. Kurtz, third party consultant, to review prior to the next meeting for feedback, including whether the forms should be distributed after each session or after the entire series.

- Proposed schedule of date/times and locations.

Ms. Giese recommended holding three community dialogues based on the results of the survey. Staff provided a tentative list of dates and locations. Mr. Johnson made a motion to accept the dates, time and locations proposed for the dialogue series, Mr. Moon seconded the motion. The motion carried

*Supporting data is available for public review in the Diversity & Neighborhood Outreach Office,  
20 E. Main St., Suite 250, Mesa, Arizona 85201 (480) 644-5034*

unanimously. Mr. Moon noted that Mayor and Council will be invited to attend all of the events, but staff should advise that the first event will be considered the "kickoff". Staff suggested that the dialogues be open forums rather than grouped by topic as to allow for as much participation as possible. Mr. Moon commented that they should frame the opening statements and the promotional materials with an educational element given that the survey indicated a general desire for more diversity education.

Mr. Moon questioned how security would be addressed. In response, Ms. Arenas stated that Salt Lake City did not have a need for enforcements or security when they conducted similar dialogues; however staff will notify law enforcement prior to each event so precaution can be taken. Ms. Arenas advised that staff will begin working on promotional materials and event information in order to be reviewed at the next regular IRA meeting.

6. Hear, discuss and take action on diversity speaker's bureau as a community resource.

Ms. Arenas stated that she conducted research on other government speaker's bureaus in order to provide the Public Information Office guidance on how the web link would be set up. From this research, Ms. Arenas found a site that allows users to directly email the speakers rather than listing private phone numbers or requiring a third party middleman to arrange contact. Ms. Arenas suggested using a similar format in addition the disclaimer/ use statement previously provided by Mr. Moon. IRA members approved of the direction and instructed staff to continue the work.

7. Discuss and take action on City's support for employee's gender transition in the workplace.

This item was tabled until the next regular IRA meeting.

8. Discuss future agenda items, meeting dates, announcements, other housekeeping.

IRA members agreed to meet prior to the next meeting, on Wednesday, February 26<sup>th</sup>, 2014 at 5:30pm in the Lower Level Council Chambers, 57 E. First St. IRA members requested that Ms. Kurtz be invited to attend this meeting.

Mr. Moon announced that the Mesa Martin Luther King, Jr. Committee will not be participating in the Phoenix Pride Parade this year; however he will personally be participating.

- Next meeting will be held on Thursday, March 20<sup>th</sup>, 2014 at 5:00pm.

9. Adjournment.

Meeting adjourned at 5:45pm.

Submitted By:



Ruth Giese,  
Diversity Program Administrator